## CLAIMS

We claim:

1. A method of computing a measure of individual value to a group of which the individual is a member, the method comprising:

determining an individual cost associated with the individual with respect to the group;

determining an individual revenue associated with the individual cost, for the individual with respect to the group, such that the determined individual revenue includes a computed Actuarial Replacement Value (ARV); and

calculating an individual value, in accordance with the determined individual cost and the determined individual revenue, that quantifies the value of the individual to the group.

2. A method as defined in Claim 1, wherein determining individual revenue includes calculating expected revenues generated by the individual while in the group.

3. A method as defined in Claim 2, wherein computing ARV includes calculating time-based low productivity costs associated with departure of the individual from the group and replacement of said individual.

4. A method as defined in Claim 2, wherein computing ARV includes calculating a time-based vacancy cost associated with departure of the individual from the group and replacement of said individual.

5. A method as defined in Claim 2, wherein computing ARV includes calculating a new-hire risk cost that includes the computation of expected working lifetime of the individual and of a replacement for the individual.

6. A method as defined in Claim 2, wherein computing ARV includes obtaining data relating to staffing costs and separation costs, productivity costs, vacancy costs, and new-hire risk costs, and then calculating the individual value metric in accordance with the determined individual cost and the determined individual revenue.

7. A method as defined in Claim 2, wherein:

determining individual revenue includes calculating expected revenues generated by the individual while in the group; and

computing ARV includes calculating time-based low productivity costs associated with departure of the individual from the group and replacement of the said individual; calculating a time-based vacancy cost associated with departure of the individual from the group and replacement of said individual; and calculating a new-hire risk cost that includes the computation of expected working lifetime of the individual and of a replacement for the individual.

8. A method as defined in Claim 7, further including:

determining an iRevenue value, defined as the present value of minimum expected revenues to be earned for the group by the individual under consideration; and

determining an iCost value, defined as the present value of expected wages to be paid by the group to the individual under consideration;

wherein the individual value to the group is determined by the difference of iRevenue and iCost for the individual under consideration.

9. A method as defined in Claim 8, further including:

determining an iProfit value for a year n, defined as the difference of expected revenue $E(R_n)$ contributed to the group by the individual under consideration and the expected cost $E(C_n)$ to the group of the individual under consideration for year n.

10. A method as defined in Claim 8, further including:

determining an annual value of the individual to the group by dividing the difference of iRevenue and iCost by the expected working lifetime of the individual under consideration.

11. A method as defined in Claim 1, further including:

computing an Actuarial Revenue Wage Load Factor (ARWLF) that utilizes ARV to provide an ARWLF value for each individual under consideration and to indicate that individual's relative revenue contribution to the group with respect to all other individuals in the group, thereby creating a means of comparing individuals.

12. A system that computes an individual value metric that quantifies the value of an individual to a group of which the individual is a member, the system comprising:

a database in which information about the individual and the group is stored; and

a computer processing system that communicates with the database to retrieve information from which the computer processing system determines an individual cost associated with the individual with respect to the group, determines an individual revenue associated with the individual cost for the individual with respect to the group, such that the computer processing system determines the individual revenue by computing an Actuarial Replacement Value (ARV) and calculates an individual value, in accordance with the determined individual cost and the determined individual revenue, that quantifies the value of the individual to the group.

13. A system as defined in Claim 12, wherein the computer processing system determines individual revenue by calculating expected revenues generated by the individual while in the group.

14. A system as defined in Claim 12, wherein the computer processing system determines ARV by calculating time-based low productivity costs associated with departure of the individual from the group and replacement of said individual.

15. A system as defined in Claim 12, wherein the computer processing system determines ARV by calculating a time-based vacancy cost associated with departure of the individual from the group and replacement of said individual.

16. A system as defined in Claim 12, wherein the computer processing system determines ARV by calculating a new-hire risk cost that includes a valuation for expected working lifetime of the individual and for expected working lifetime of a replacement for the individual.

17. A system as defined in Claim 12, wherein the computer processing system computes ARV by obtaining data relating to staffing costs and separation costs, productivity costs, vacancy costs, and new-hire risk costs, and then calculates the individual value metric in accordance with the determined individual cost and the determined individual revenue.

18. A system as defined in Claim 12, wherein the computer processing system:

determines individual revenue by calculating expected revenues generated by the individual while in the group; and

computes ARV by calculating time-based low productivity costs associated with departure of the individual from the group and replacement of the said individual; calculating a time-based vacancy cost associated with departure of the individual from the group and replacement of said individual; and calculating a new-hire risk cost that includes the computation of expected working lifetime of the individual and of a replacement for the individual.

19. A system as defined in Claim 17, wherein the computer processing system computes individual value by:

determining an iRevenue value, defined as the present value of minimum expected revenues to be earned for the group by the individual under consideration; and

determining an iCost value, defined as the present value of expected wages to be paid by the group to the individual under consideration;

wherein the individual value to the group is determined by the difference of iRevenue and iCost for the individual under consideration.

20. A system as defined in Claim 18, wherein the computer processing system further determines individual valuation by:

determining an iProfit value for a year n, defined as the difference of expected revenue $E(R_n)$ contributed to the group by the individual under consideration and the expected cost $E(C_n)$ to the group of the individual under consideration for year n.

21. A system as defined in Claim 18, wherein the computer processing system further determines an annualized metric for the individual value to the group by dividing the difference of iRevenue and iCost by the expected working lifetime of the individual under consideration.

22. A program product for use in a computer that executes program steps recorded in a computer-readable medium to perform a method of computing a measure of individual value to a group of which the individual is a member, the program product comprising:

a recordable medium;

computer-readable instructions recorded on the recordable media, comprising instructions executable by the computer to perform a method comprising:

determining an individual cost associated with the individual with respect to the group;

determining an individual revenue associated with the individual cost, for the individual with respect to the group, such that the determined individual revenue includes a computed Actuarial Replacement Value (ARV); and

calculating an individual value, in accordance with the determined individual cost and the determined individual revenue, that quantifies the value of the individual to the group.

23. A program product as defined in Claim 22, wherein the computer-executed method of determining individual revenue includes calculating expected revenues generated by the individual while in the group.

24. A program product as defined in Claim 22, wherein the computer-executed method of computing ARV includes calculating time-based low productivity costs associated with departure of the individual from the group and replacement of said individual.

25. A program product as defined in Claim 22, wherein the computer-executed method of computing ARV includes calculating a time-based vacancy cost associated with departure of the individual from the group and replacement of said individual.

26. A program product as defined in Claim 22, wherein the computer-executed method of computing ARV includes calculating a new-hire risk cost that includes computation of a valuation for expected working lifetime of the individual and of a replacement for the individual.

27. A program product as defined in Claim 22, wherein the computer-executed method of computing ARV includes obtaining data relating to staffing costs and separation costs productivity costs, vacancy costs, and new-hire risk costs, and then calculating the individual value metric in accordance with the determined individual cost and the determined individual revenue.

28. A program product as defined in Claim 22, wherein the method performed by the computer in executing the computer-readable instructions further includes:

determining individual revenue by calculating expected revenues generated by the individual while in the group; and

computing ARV by calculating time-based low productivity costs associated with departure of the individual from the group and replacement of the said individual; calculating a time-based vacancy cost associated with departure of the individual from the group and replacement of said individual; and calculating a new-hire risk cost that includes the computation of expected working lifetime of the individual and of a replacement for the individual.

29. A program product as defined in Claim 28, wherein the method performed by the computer in executing the computer-readable instructions further includes:

determining an iRevenue value, defined as the present value of minimum expected revenues to be earned for the group by the individual under consideration; and

determining an iCost value, defined as the present value of expected wages to be paid by the group to the individual under consideration;

wherein the individual value to the group is determined by the difference of iRevenue and iCost for the individual under consideration.

30. A program product as defined in Claim 28, wherein the method performed by the computer in executing the computer-readable instructions further includes:

determining an iProfit value for a year n, defined as the difference of expected revenue $E(R_n)$ contributed to the group by the individual under consideration and the expected cost $E(C_n)$ to the group of the individual under consideration for year n.

31. A program product as defined in Claim 28, wherein the method performed by the computer in executing the computer-readable instructions further includes determining an annualized metric for the individual value to the group by dividing the difference of iRevenue and iCost by the expected working lifetime of the individual under consideration.

32. A method for computing an Actuarial Replacement Value of an individual to a group of which the individual is a member, the method comprising:

calculating a time-based low productivity costs associated with departure of the individual from the group and replacement of the individual;

calculating a time-based vacancy cost associated with departure of the individual from the group and replacement of the individual;

calculating a new-hire risk cost that includes the computation of expected working lifetime of the individual and of a replacement for the individual;

obtaining data relating to staffing costs and separation costs, productivity costs, vacancy costs, and new-hire risk costs;

calculating time-based low productivity costs associated with departure of the individual from the group and replacement of the individual; and

combining the above-derived quantities.